

# STATE

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May 2019

MAGAZINE



Crossroads of the Americas



# STATE MAGAZINE CONTENTS

Issue 644

May 2019



Tap Headlines To Navigate

## Features

### State Ops

Answering the call 24/7 since 1961

*By Carolina Ardon Ayala, Elizabeth Bennion, Elaine Kelley and Luke Meinzen*

### A Solid Foundation

Celebrating 40 Years of U.S.-Taiwan Partnership

*By Nolan Masterson*

### Post of the Month: Panama

Crossroads of the Americas

*By Mark Hungerford*

### Opening Doors

Mogadishu team lays groundwork for diplomacy in Somalia

*By Janet Deutsch*

### Worldwide Welcome

Award ceremony honors women for bravery and leadership

*By Linsey Armstrong*

### Third of a Century

Purpose found and family formed in Foreign Service

*By Paul Gilmer*



### On the cover

Emberá indigenous children observe a U.S. cultural envoy from the Lakota tribe during an embassy workshop.

*Photo by Miguel Moreno*



In the News

In Brief

Ethics Answers

Retirements

Lying In State

In Memoriam

End State





Attendees of a roundtable discussion on women in technology (from left) Rebecca Wanjiku, Stacey Ondimu, Demian Lamadrid, Jennifer Otieno, the Department's acting CIO Karen Mummaw, Nekesa Were, Linda Lelei, Shiro Theuri, Freida Mati, Wanja Kimandi, Lysa Giuliano and Selam Emiru pose for a picture in front of the iHub entrepreneurship and innovation center on Dec. 7, 2018. *Photo by Benson Mutahi*

By Selam Emiru

*Selam Emiru is an IRM Expanded Professional Associates Program associate at Embassy Nairobi.*

## State CIO leads women's technology roundtable in Nairobi

Last December, the Department's acting CIO Karen Mummaw along with members of Embassy Nairobi's Information Resource Management (IRM) team visited iHub, an entrepreneurship and innovation center. The team participated in a roundtable discussion on the challenges women face in the Information Technology (IT) field.

A first of its kind in East Africa, iHub has had several high-profile visitors, including former President Obama and Facebook's CEO, Mark Zuckerberg. Visitors are presented with information about how Kenyans innovate to solve everyday problems. Managing Director of iHub Nekesa Were facilitated the roundtable discussion, encouraging participants to share their journeys. Rebecca Wanjiku, former tech journalist and current CEO of an engineering company that is a fiber rollout contractor and supplier to telecom giant Safaricom, recounted her experience forging her way onto the big project contractor list for Safaricom.

"There is a general perception that women cannot handle big-money projects, that women are only supposed to do 'softer' jobs like events management and catering. My company has been given a chance to participate in big projects and we have shown that women-owned businesses are equally capable and competent."

Acting CIO Mummaw reassured attendees that the issues they shared are universal. She and her team stressed the importance of advocating for more women in IT leadership roles and reiterated the U.S. government's commitment to empowering women pursuing science, technology, engineering and math fields through Department programs such as [TechWomen](#), [WiSci Girls STEAM Camps](#) and [Global Innovation through Science and Technology](#).

Nairobi's IRM team continues to engage with the larger Kenyan IT community by seeking to learn from Kenyan experiences, promoting the development of local expertise and exploring ways to encourage women in IT. ■





After weekend-long protests and security restrictions in Port-au-Prince, Ambassador Sison, center in red jacket, and representatives from UN Women launch the international campaign, 16 Days of Activism Against Gender-Based Violence, on Nov. 26, 2018.

*Photo courtesy of Embassy Port-au-Prince*

By Jessica Slattery

*Jessica Slattery is vice consul at Embassy Port-au-Prince.*

## Female leadership team empowers Mission Haiti

A sea anchor stabilizes boats in heavy weather, preventing the vessel from turning broadside and being overwhelmed by waves. In the past year, Mission Haiti has relied on its own metaphorical sea anchor to navigate natural disasters, civil unrest, and authorized and ordered departures. The Mission's women leaders, who outnumber men in leadership positions nearly 4-to-1, have served as this steadying force by cultivating a durable and inclusive community and showing strong support for women's empowerment programs.

In addition to Ambassador Michele Sison and Deputy Chief of Mission Robin Diallo, Mission Haiti's political counselor, economic counselor, management counselor, public affairs officer, the President's Emergency Plan for AIDS Relief (PEPFAR) coordinator and several other leadership positions are currently held by women. Working together, these leaders deliberately built a climate of resilience by prioritizing diversity and inclusion and supporting women-focused training and outreach programs. For example, post's Federal Women's Program implemented a year-round agenda of initiatives and community activities, including trainings on unconscious bias and a series of events in support of 16 Days of Activism Against Gender-Based Violence, an international campaign to galvanize action to end violence against women and girls.

Additionally, Mission Haiti supports numerous programs focused on the protection and empowerment of women. The Bureau of International Narcotics and Law Enforcement Affairs, USAID, PEPFAR and other agencies use these programs to protect Haitian women from gender-based violence and trafficking; improve their access to health services and credit; and address barriers to women's political and economic advancement.

In Haiti, with an already empowered and supported community, energy can shift in these moments to implementing policies on disaster readiness, accountability and keeping information flowing to ensure the safety and security of the Mission community and U.S. citizens. By creating a climate of resilience in calm times, Mission Haiti's women leaders have skillfully and collaboratively navigated crises and are ready to weather any storms that lie ahead. ■





Ambassador John Desrocher, center with pink tie, and his spouse, Karen Rose, to his right, pose for a photo with some of the members of the Algerian Higher School of Music and the Morehouse College Glee Club, after their final concert at the National Theatre of Algiers, Jan. 3, 2019.  
Photo by Farid Azira

By Suemayah Abu-Douleh

*Suemayah Abu-Douleh is the cultural affairs officer at Embassy Algiers.*

## EducationUSA hits high note in Algeria

Embassy Algiers recently collaborated with the Algerian Ministry of Culture and the Algerian Higher School of Music (INSM) to present a concert tour by the Morehouse College Glee Club (MCGC). Due to a public-private partnership between Embassy Algiers, Coca-Cola, MediAlgeriA and Pizza Hut, the MCGC and INSM performances in two cities drew a combined crowd of more than 1,500. The concert tour was a highlight in Algeria's cultural calendar and helped promote post's strategic goal of increasing interest among Algerian youth to pursue university studies in the United States. The performances provided a platform for Embassy Algiers' regional educational advising coordinator to promote EducationUSA among Algerian audiences and to market the U.S. as an education destination, thereby advancing the embassy's strategic goals through cultural diplomacy.

To ensure the connections created through MCGC's Algeria tour last beyond the one-week cultural engagement, Embassy Algiers mediated the negotiations and signing of a memorandum of understanding (MOU) between Morehouse College and INSM. The Algerian Minister of Culture and Ambassador John Desrocher presided over the signing ceremony that took place before the Jan. 3 concert at the National Theatre of Algiers. The MOU establishes a link between the American and Algerian institutions and sets out a commitment to promote the development of joint studies, research and training activities and other educational programs of mutual interest. The MOU also provides the foundation needed for the two schools to acquire funding to initiate a permanent student exchange program, thereby increasing the number of Algerian students studying in the United States. This partnership will strengthen the long-standing ties between American and Algerian institutions of higher learning and expand the scope of academic and cultural links between the United States and Algeria. ■





Human Resources Officer Andre Jennings, center in blue jacket, and Human Resources Specialist Rhitu Shrestha, right of Jennings, host a training session on behalf of Embassy Kathmandu's Diversity and Outreach Program with students at American Corner Surkhet.

*Photo by Hirdesh Kumar K.C.*

By Andre Jennings

*Andre Jennings is the human resources officer at Embassy Kathmandu.*

## Embassy Kathmandu develops innovative outreach efforts

Establishing a diversified workforce is a necessary goal for any organization that recognizes and values the advantages of expanding its organizational culture. The U.S. Embassy in Nepal has embraced the Department's strategic vision of a workforce that reflects the public it represents through the adoption of an aggressive Diversity and Outreach Program. This program aims to develop a highly qualified and skilled workforce that echoes the unique diversity of the Nepali society. Within the Diversity and Outreach Program, the Employment Skills Development and Awareness initiative was designed to educate potential employees and students from disadvantaged backgrounds. This includes individuals from marginalized and disadvantaged communities located in remote geographical areas, lower social castes, disadvantaged women and individuals with disabilities. Embassy Kathmandu is pursuing this initiative by using different outreach methods including training sessions, workshops and presentations about internship opportunities that enables individuals to compete for positions within the embassy and ultimately in the local and international job market.

In just eight months since the implementation of this program, Embassy Kathmandu has reached more than 1,000 students and young professionals in eight cities and 10 universities and organizations that work for youth and underprivileged communities in Nepal, including the Feminist Dalit Organization, Dalit NGO Federation and Himalayan Society for Youth and Women Empowerment. Additionally, the embassy also collaborated with the Public Affairs Section and the American Centers to attain this outreach goal.

To date, post has provided internship opportunities to 15 students from diverse backgrounds, giving them the exposure and experience they were unlikely to have obtained due to social and cultural disadvantages. Embassy Kathmandu plans to continue this successful initiative. The impact of this program has been tangible and converted even the most ardent skeptics into the strongest promoters of diversity. ■

↑ Return





Suzette Kent, federal chief information officer, serves as keynote speaker at a Women's History Month event sponsored by employee affinity group Executive Women at State in the Loy Henderson auditorium, March 19. Kent shared her unique experiences as a female leader in industry and government.

Photo by Amanda J. Richard

By Nayab Khan

*Nayab Khan is a foreign affairs officer in the Office to Monitor and Combat Trafficking in Persons.*

↑ Return

## EW@S host first female federal chief information officer

Women play an integral role in the Department's workforce, and it is important to recognize their varied contributions. On March 19, Executive Women at State (EW@S) celebrated Women's History Month by welcoming Suzette Kent, federal chief information officer for the Office of Management and Budget. EW@S President Michelle Bernier-Toth provided introductory remarks at the event.

"Kent is the first female federal chief information officer and fourth person to ever hold the position since it was created in 2002," said Bernier-Toth. Recognizing Kent's extraordinary background, Bernier-Toth went on to mention that Kent "has served as an enterprise leader in organizational learning, diversity and inclusiveness, and career development at every organization at which she has worked."

Being someone who has excelled in fields traditionally dominated by male colleagues has encouraged Kent to share her experiences with other women. "I thought about my nieces and women I mentor and the role of driving women forward," said Kent. "In Congress, there is about 20 percent, and the technology sector about 30 percent women." Kent noted that this was a welcome change from the 9 percent of women from her previous position in the financial sector. "I was often the only woman," said Kent, "but you learn to take what makes you different and make that a strength about you, and into a powerful contribution. Women have a lot to contribute and it's important that they are at the table."

Throughout Kent's speech, she stressed the importance of having good, strong mentors and representing all people.

EW@S recognizes that bringing strong and amazing women leaders such as Suzette Kent to the Department can only further the work of women in leadership and honor the contributions that women bring across the government. For more information about EW@S please contact [EWS@state.gov](mailto:EWS@state.gov). ■





The Managing Dual Careers forum was held in Beijing, Jan. 24. Event organizers included (from left) Assistant CLO Sharon Fierro, Housing Manager Katya Ilieva-Stone, Consular Associate Eugenio Otero-Melendez, Consular Officer Lisa Hecht-Cronstedt, HR Officer Lycia Coble Sibilla and HR Officer Monica Simmons. Photo by Keome Rowe

By Katya Ilieva-Stone

*Katya Ilieva-Stone is a housing manager at Embassy Beijing.*

## Beijing Women's Leadership Group hosts dual careers forum

Managing dual careers in the Foreign Service—whether as a tandem couple or as a couple where only one party is a U.S. direct-hire employee—can be challenging. In China, with the lack of a bilateral work agreement and restricted internet, the challenges are even greater. To address concerns and share best practices on managing dual careers in the Foreign Service, the Women's Leadership Group at Embassy Beijing along with members of Human Resources and the Community Liaison Office organized a forum called Managing Dual Careers. The event was held in Beijing, Jan. 24.

Opening remarks for the forum were provided by Mission China leadership, Ambassador Terry Branstad and Minister Counselor for Management Katherine A. Munchmeyer, who recognized the importance of this type of discussion and information sharing. The two-hour event included presentations on family members and tandem employment, foreign-born spouses and employment, and professional networking. The event also featured a panel discussion that included embassy employees, employee family members and members of household, all of whom represented a variety of backgrounds that allowed them to share their diverse experiences, successes and lessons learned.

The January Managing Dual Careers workshop is the second of its kind; the inaugural event was held at the U.S. Consulate General in Frankfurt in 2015. Both forums were well attended and provided an important dialogue for a sometimes challenging situation. Embassy Beijing's Women's Leadership Group hopes to make this forum an annual event and encourages other posts to open the conversation on managing dual careers in the Foreign Service. ■



# STATE MAGAZINE

## State Magazine

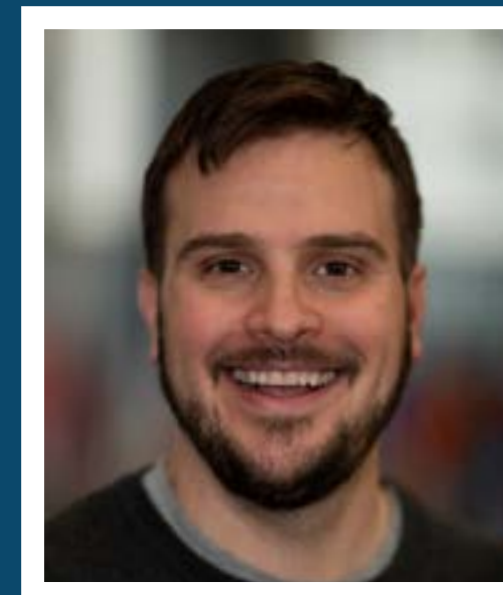
2401 E Street NW, Room H232  
Washington DC 20037

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*State Magazine* is published monthly, except bimonthly in July and August, by the Bureau of Human Resources at the U.S. Department of State. It is intended for information only and is not authority for official action. Views and opinions expressed are not necessarily those of the Department of State. The editorial team reserves the right to select and edit all materials for publication.

For details on submitting articles to *State Magazine*, request guidelines by email at [statemagazine@state.gov](mailto:statemagazine@state.gov) or download them from [state.gov/statemag](http://state.gov/statemag).

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## Deadlines

The submission deadline for the **July/August issue is May 15.**

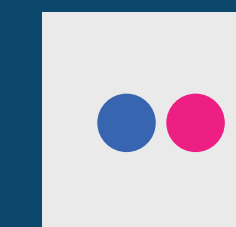
The deadline for the **September issue is July 20.**

## Editorial Contributions

Unsolicited artwork and manuscripts are not accepted, and publisher assumes no responsibility for return or safety of unsolicited artwork, photographs, or manuscripts. Query letters may be addressed to the multimedia editor or [statemagazine@state.gov](mailto:statemagazine@state.gov).

Post of the Month maps are produced by the  
**Office of the Geographer and Global Issues**

Office of the Inspector General Hotline: **1-800-409-9926**  
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## State Ops

Answering the call 24/7 since 1961

By Carolina Ardon Ayala, Elizabeth Bennion, Elaine Kelley and Luke Meinzen

**E**stablished in 1961, the Operations Center, or Ops, is an excellent introduction to Washington, D.C. Ops officers get a front-row view of U.S. foreign policy in action. From their seventh floor offices, officers in Ops see how senior officials and the interagency process play out in real time and the policy process. Ops is composed of two parts: the Watch and Crisis Management and Strategy (CMS). At its inception, the Watch was designed to be manned 24 hours a day, with communication links to the Pentagon, CIA, White House and senior Department officials. Fifteen years after the Watch was started, Ops added CMS to support task forces and help the Department manage and learn from crises. Today, all of Ops works together to respond to major events, both in the United States and abroad. | *Cont.* | ▼



Teams are an integral part of Watch culture and form the backbone of fast-paced task forces. Members of the Ops team (from left) Carolina Ardon Ayala, Christopher Bodington, Jared Yancey, Elaine Kelley, John Ambrose and Betsy Bennion stand outside their office.

*Photo by James Kaelin*



Ops has expanded since its early days, yet the mission remains the same: to get the right information to the right people at the right time. Watch officers facilitate everything from the Secretary's telephonic diplomacy with interlocutors throughout the world to connecting U.S. citizens abroad to life-saving assistance at all hours of the day or night. Watch officers sift through a flood of information to alert and brief Department officials and bring together key decision makers from across the government in a timely manner.

Watch officers and crisis management officers (CMOs) are dedicated Foreign Service generalists, specialists and civil service employees. The entire Ops team contributes a broad set of skills and perspectives to support the Secretary and keep Department officials informed and private citizens safe. Teams are an integral part of Watch culture and form the backbone of fast-paced task forces—in both, officers rely on everyone to contribute. Watch teams have a special bond forged by managing high-profile emergencies even during nights and weekends.

“Your team becomes family,” said Watch officer John Ambrose. “You can depend on your teammates to have your back, while you have theirs.”

CMS also provides preventative and long-term assistance to posts. From reviewing crisis preparedness plans and developing dynamic plans with posts approaching crises to managing 24/7 task forces and mass evacuation planning, CMS ensures posts have the skills and support they need to respond to any kind of emergency. CMOs have coordinated the Department's response to critical events such as the 2017 hurricane season and ongoing unrest in Venezuela. They also analyze the Department's response to crises and disseminate lessons learned to ensure posts are safer, well prepared and ready for future challenges.

Preparing for its largest renovation since inception, Ops will be moving into a brand-new space fitted with some of the latest communication, content and knowledge management technology, providing new tools for Ops to support the Department into the next 60 years. The project is estimated to be completed by late 2020. Whether it's getting a bird's-eye view of the inner workings of the Department, forging strong bonds with colleagues, supporting high-level officials or taking advantage of professional development opportunities, there are myriad reasons to join the Ops team. To learn more, email [SES-Nominations@state.gov](mailto:SES-Nominations@state.gov).

■ *Carolina Ardon Ayala, Elizabeth Bennion and Elaine Kelley are Watch officers. Luke Meinzen is a crisis management officer in the Operations Center.*





The American Institute in Taiwan's new \$255 million office, a modern complex built explicitly to serve as home base for the American Institute in Taiwan and its activities, symbolizes the United States' commitment to the U.S.-Taiwan relationship.

*Photo by Fabian Ortiz*

# A Solid Foundation

**Celebrating 40 Years of U.S.-Taiwan Partnership**

**By Nolan Masterson**



Foreign Service personnel assigned to Taipei, Taiwan, before 1979 completed their tours at the Embassy of the United States to the Republic of China. However, the United States changed its diplomatic recognition from Taipei to Beijing on Jan. 1, 1979; therefore, all Foreign Service personnel that had been assigned to Taiwan were then destined for a tour at the newly created American Institute in Taiwan (AIT). This past January, AIT launched a year-long campaign, known as AIT@40, to celebrate 40 years of the unique and dynamic, but unofficial, relationship between the United States and Taiwan. AIT will also move to a new office compound on May 6, 2019—the first purpose-built facility by a foreign representative office in Taiwan—as a further expression of the U.S. government’s enduring commitment to Taiwan and its people.

The U.S. terminated official diplomatic relations with Taiwan in 1979 in order to establish official ties with the People’s Republic of China. Congress passed the Taiwan Relations Act (Public Law 96-8) on April 10, 1979, which authorized the continuation of “commercial, cultural and other relations between the people of the United States and the people on Taiwan.” It also mandated that “any programs, transactions or other relations conducted or carried out by the President or any agency of the United States Government with respect to Taiwan” be managed through the American Institute in Taiwan.

AIT is a non-profit private corporation that receives federal funding and operates similarly to an embassy. The Department of State, through a contract with the Institute, provides a large part of AIT’s funding and guidance for its operations. AIT Washington, located in Arlington, Va., serves as a liaison with its counterpart organization, the Taipei Economic and Cultural Representative Office, as well as with all other U.S. government agencies. AIT’s Taipei office, along with a branch office in Kaohsiung that functions like a consulate, has a staff of more than 450 people and undertakes a wide range of activities representing U.S. interests, including commercial services, agriculture, consular services, defense cooperation and cultural exchanges. AIT also operates a Chinese language school, a trade center and an American Center.

For 40 years, the Taiwan Relations Act and the three U.S.-China Joint Communiques have served as the foundation of the “one-China policy” that guides U.S. relations with Taiwan and the People’s Republic of China. | *Cont.* | ▼



**From left:** On Dec. 22, 2004, in Taipei, former American Institute in Taiwan director, Douglas H. Paal, and former director general of the Taipei Economic Cultural Representative Office, John Chen, signed a 99-year lease for a parcel of land in Taipei. The American Institute in Taiwan will begin operations at their new site, the first purpose-built facility for a foreign representative office in Taiwan, May 6, 2019.

*Photo courtesy of the American Institute in Taiwan*



Under the leadership of Director W. Brent Christensen, AIT seeks to strengthen the partnership with Taiwan by promoting four priority areas: U.S.-Taiwan security cooperation, the U.S.-Taiwan economic and commercial relationship, Taiwan's role in the global community and people-to-people ties.

The Taiwan Relations Act committed the United States to provide Taiwan with defensive services, as necessary, to enable Taiwan to maintain a sufficient self-defense capability against coercion by outside parties. Cooperation aimed at bolstering and modernizing Taiwan's self-defense capabilities is also an important part of the U.S. government's broader effort to promote a free and open Indo-Pacific. As an example of this



**From left:** American Institute in Taiwan Director W. Brent Christensen and Taiwan President Tsai Ing-wen meet for the first time, Aug. 23, 2018. Under Director Christensen's leadership, the American Institute in Taiwan is working to promote U.S.-Taiwan security cooperation, the U.S.-Taiwan economic and commercial relationship, Taiwan's role in the global community and people-to-people ties.

*Photo courtesy of AIT*

cooperation, in the past two years the United States has approved nearly \$1.7 billion in arms sales to Taiwan. Additionally, hundreds of Taiwan military personnel travel to the United States each

year for training in military readiness, strategic planning, and vehicle and weapons maintenance. Many Taiwan military personnel complete their studies at prominent military institutions, including the service academies, war colleges and military post-graduate institutions. This policy of supporting Taiwan's defense needs, consistent across seven U.S. administrations, has helped foster Taiwan's prosperity and democratic development while also bolstering regional stability.

Last year, U.S.-Taiwan two-way trade through November totaled \$68 billion. To provide a comparison of magnitude, U.S. trade with Taiwan is on par with U.S. trade with Italy or U.S. trade with India. AIT views Taiwan as a partner that plays by the rules, which has fueled its economic growth with innovation and entrepreneurship. Having achieved a per capita GDP—in terms of purchasing power parity—that is higher than Japan and Korea, Taiwan serves as a model of free market-oriented development.

The United States and Taiwan have enjoyed decades of cooperation on technology, with Taiwan forming a critical link in U.S. technology supply chains, in particular for semiconductors. In 2015, AIT and Taiwan officials launched the State Department-led Digital Economy Forum (DEF) to help bring the U.S.-Taiwan economic relationship into the digital age. | *Cont.* | ▼



**From left:** American University Adjunct Professor Maggie Farley, Deputy Assistant Secretary of State Scott Busby and American Institute in Taiwan Director W. Brent Christensen join Legislative Yuan President Su Jia-chyuan, Taiwan Foreign Minister Joseph Wu, Digital Minister Audrey Tang and Taiwan Foundation for Democracy President Ford Fu-Te Liao at the Global Cooperation and Training Framework International Workshop on Defending Democracy through Media Literacy, Oct. 18, 2018. *Photo courtesy of AIT*





The American Institute in Taiwan hosted a major event, April 15, commemorating the 40th anniversary of the establishment of the American Institute in Taiwan and the signing of the Taiwan Relations Act. The event was held at the American Institute in Taiwan's new office compound.

*Photo courtesy of the Taiwan Presidential Office*

The DEF has helped promote the development of emerging technologies, encourage digital startups and create an open legal and regulatory environment for digital trade. With current U.S.-China trade tensions centering on technology and the foundational importance of the development of 5G for the future digital economy, cooperation with Taiwan on the digital economy has become more important than ever.

AIT consistently works to promote the idea that Taiwan is a democratic role model, a reliable partner and a force for good in the world. One of the signature programs in achieving this goal is the Global Cooperation and Training Framework (GCTF), an international platform that allows Taiwan to showcase the world-class strengths and expertise that it can contribute to address global challenges. Since the launch of GCTF in 2015, AIT has held 15 programs on issues such as public health, energy, humanitarian assistance and disaster relief, women's empowerment and law enforcement. More than 200 policymakers and experts from dozens of countries around the Indo-Pacific region have participated in these workshops, highlighting the strong U.S.-Taiwan partnership, showcasing Taiwan as a positive role model and increasing Taiwan's role in the global community in a creative manner.

Taiwan's assistance on other critical global challenges, including promoting religious freedom, can serve as a model for all countries. In July 2018, AIT worked closely with Washington counterparts to ensure that Taiwan was well-represented at the first-ever Ministerial to Advance Religious Freedom, hosted by Secretary Pompeo in Washington, D.C. The Ministerial convened a broad range of stakeholders, including foreign ministers, international organization representatives, religious leaders and civil society representatives, to discuss challenges, identify concrete ways to combat religious persecution and discrimination and to ensure greater respect for religious freedom for all. One of the key outcomes of the Ministerial was a decision to organize follow-up regional conferences in 2019 to better facilitate interfaith cooperation and raise the profile of this issue with governments and Taiwan was chosen to host the forum for the Indo-Pacific region.

As a general matter, AIT supports Taiwan's full membership in international organizations that do not require statehood and encourages its meaningful participation in organizations that do. | *Cont.* | ▼



AIT remains committed to Taiwan's active participation in organizations such as Interpol, the International Civil Aviation Organization, the World Health Organization and other international organizations. However, Taiwan is not a signatory to many UN conventions, including the Vienna Convention on Consular Relations and thus does not have access to Interpol data, including Interpol's color notices—fugitives and criminals—and lost and stolen passport data. AIT continues to work with Taiwan counterparts to create memorandums of understanding that fill these gaps. AIT signed an agreement on the transfer of lost and stolen passport data in 2016 and signed an agreement on international parental child abduction in April 2019.

People-to-people ties are the driving force of the U.S.-Taiwan relationship. On any given day, there are over 80,000 U.S. citizens in Taiwan. With so many resident American citizens, the volume of services performed by AIT's American Citizens Services unit is similar to that of much larger embassies such as Beijing and Seoul, South Korea. Since the 2012 announcement of Taiwan's participation in the Visa Waiver Program, travel from Taiwan to the United States has increased 60 percent. In 2018, there were more than 1 million people that traveled between the United States and Taiwan.

While many Taiwanese travelers can travel visa-free to the United States, AIT still processes about 32,000 visas each year, almost half of whom are students. Taiwan is currently the seventh largest source of international students in the United States, ranking above much larger countries like Brazil, Japan and Mexico. Many Taiwan leaders earned degrees in the United States, including President Tsai Ing-wen, who has a law degree from Cornell University. In addition, the Fulbright Program celebrated its 60th anniversary in Taiwan in 2017, marking an impressive history of more than 3,000 U.S. and Taiwanese grantees. The International Visitor Leadership Program (IVLP) has also produced noteworthy Taiwanese alumni, including former President Ma Ying-jeou, who participated in the IVLP in 1971. On a similar note, AIT processes approximately 1,800 H1B and L1 visas annually for highly specialized workers—including engineers, chemists and physicists—to work at leading tech companies in the United States such as Google, Amazon, Uber, Facebook, Microsoft, Apple and Tesla.

The United States and Taiwan have an impressive record of cooperation and achievement and this year AIT is celebrating the 40th anniversary of the Taiwan Relations Act, which has served as the foundation for this unique relationship. In celebration, AIT plans to highlight various aspects of the U.S.-Taiwan partnership such as shared values, trade and investment, security, education and more, as well as explore ways to expand cooperation in these areas. AIT has also designated 2019 as the "U.S.-Taiwan Travel Year" to encourage even more two-way travel between the United States and Taiwan. On April 15, AIT hosted a major event—attended by several former and active members of Congress—commemorating the 40th anniversary of the establishment of the American Institute in Taiwan and the signing of the Taiwan Relations Act. The event was held at AIT's new \$255 million office compound, which serves as a symbol of U.S. commitment to this partnership and an investment in the future of the U.S.-Taiwan relationship.



**From left:** American Institute of Taiwan Chairman James Moriarty, U.S. Representative Eddie Bernice Johnson (D-Texas), Taiwan President Tsai Ing-wen, Former House Speaker Paul Ryan, and American Institute of Taiwan Director W. Brent Christensen stand in front of the entrance to the American Institute in Taiwan's new office compound during the 40th anniversary celebration of the establishment of the American Institute in Taiwan and the signing of the Taiwan Relations Act.

*Photo courtesy of the Taiwan Presidential Office*



# Panama

Crossroads of the Americas

Story by Mark Hungerford



The Panama City skyline rises up in the distance behind a historic cathedral.

*Photo by Duarte Dellarole*

**U**.S. Embassy Panama City sits on a hill surrounded by a lush rainforest that still covers much of the former Canal Zone—the roughly 5-mile stretch of land that hugged the Panama Canal on both sides when it was administered by the U.S. government. The forest, much of which is still protected parkland, served a practical role by preventing the surrounding hillsides from eroding into the Canal, and to this day it boasts some of the best hiking, mountain biking and bird watching in the Americas. Embassy Panama City’s peaceful setting is misleading; however, as it belies the frenetic pace of Panama’s economic activity and the country’s central role in global transportation and regional security. | *Cont.* | ▼





Embassy Panama City sits on an 8-acre campus adjacent to Metropolitano National Park, in the former U.S. Canal Zone.

*Photo by Miguel Moreno*

The city's population and economy have grown at breakneck speed, the former doubling since 1990 and GDP doubling in just eight years. The result of this growth is probably most notable from the Amador Causeway, a roadway connecting the mainland to islets in the Pacific at the entrance to the Panama Canal. From the vantage point of the Frank Gehry-designed Museum of Biodiversity on the causeway—an area frequented by embassy joggers, bikers and stand-up paddle boarders—you can see modern, glimmering skyscrapers rise for miles from the Pacific shoreline. In the opposite direction, scores of tankers, container ships and an occasional Coast Guard Cutter out at sea await their turn to cross through the Panama Canal to the Caribbean. Meanwhile, overhead, jets regularly follow the coastline to the city's main airport, which serves as a major hub for the Americas. This is indeed a city on the move. | *Cont.* | ▼



A view of Iglesia de la Merced from the American Trade Hotel in the Casco Viejo, or "old town" district.  
*Photo by Miquel Moreno*





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U.S. priorities on maritime issues. | *Cont.* | ▼





Former Under Secretary of the Treasury for International Affairs David Malpass, center, and Charge d’Affaires Roxanne Cabral, greet Panamanian President Varela, left, while inaugurating a U.S. company project in Colon, Panama. *Photo by Miguel Moreno*

Many multinational corporations, including Procter & Gamble and Dell, have built regional headquarters in Panama since the country offers attractive incentives. The financial sector is also booming with more than 90 banks from 30 different countries establishing a presence in the country. Given the size and complexity of this regional banking hub, the embassy and the Panamanian government have focused resources and efforts on combating money laundering and terrorist financing. Panama has a dynamic economy, but one of its main challenges is income inequality. Despite recent growth, some Panamanians have struggled to adapt to a higher cost of living, and many in some areas of Panama still live in extreme poverty.

The wide range of U.S. economic, security and cultural interests keeps Panama at the forefront of American interests in the region. Panama switched recognition from Taiwan to China in 2017 and is home to a sizeable Chinese community with origins from the time the Canal was constructed. The United States still remains Panama’s top partner: we are the top foreign investor, the top trading partner and the largest destination for educational and tourism travel.

“Mission Panama has programs that remind Panamanians of the important historical ties that we share and the stark difference in our investment potential between the U.S. and China,” said Chargé d’Affaires Roxanne Cabral. | *Cont.* | ▼





Public Affairs Officer Paco Perez “coaches” one of the contestants of the Super Chef reality-TV competition. *Photo by Miguel Moreno*

Embassy programs like Super Chef, a reality-TV show featuring U.S. products, recipes and guest chefs coaching entrepreneurial up-and-comers, showcase shared values between the two nations and the U.S. commitment to Panamanian youth. The winner receives a free trip to Delta Airlines’ hospitality headquarters in Atlanta, Georgia. Embassy Panama City’s Green Team held Panama’s first ever “Bike to Work Day” which corresponded with the start of the school year and received accolades and headline news for promoting the environment and doing its part to curb traffic jams. Such programs are excellent examples of America’s shared values with Panama.

Cabral spent three days in late February in the Darien Gap—the jungle that separates Panama and Colombia—to spotlight the Darien Fund, a debt-for-nature swap that provided more than \$10 million to preserve the Darien National Park. In the same area, using U.S. technology and training, Panamanian security services have successfully obtained the biometric information of thousands of migrants crossing into Panama from Colombia, an impressive feat highlighted in 2018 on National Geographic’s show “Chain of Command.” Those who intend to enter Panama illegally fly from Asia and Africa to South American countries with loose visa restrictions and then attempt to make their way north. | *Cont.* | ▼

The Cerro Naipe, an indigenous community in the Darien Province, welcomes Chargé d’Affaires Roxanne Cabral and Economic Counselor Isabel Rioja-Scott to celebrate the success of the \$10 million Darien Environmental Fund. *Photo by Miguel Moreno*









**Previous page:** Young racers in an indigenous community near the Costa Rican border prepare signs for race day with Embassy Panama City-sponsored sports envoys.  
*Photo by Miguel Moreno*

U.S. law enforcement works with their Panamanian counterparts to collect biometric data to identify those with terrorist or other transnational criminal organization ties and ensures those individuals do not make it to the United States. To thwart criminal organizations and the flow of narcotics, the Drug Enforcement Administration and the Bureau of International Narcotics and Law Enforcement partner with Panamanian authorities to interdict a staggering amount of narcotics, 75 metric tons in 2018 alone, primarily in the form of cocaine—the most outside of Colombia and more than the rest of Central America combined.

Nearby, and in other areas of Panama left behind by Panama's economic boom, the Peace Corps has more than 200 volunteers working in health, agriculture, environment and education. In an indigenous territory in the northwest of the country, Peace Corps volunteers raise awareness about how HIV is spread through skits enacted in local communities and shared via video over WhatsApp, a popular messaging app that can send files over the internet. The star of the videos is Panama's first indigenous woman to win their national beauty pageant, Rosa Montezuma, who urged her community to take advantage of Department of Defense-provided HIV testing kits.

Many American citizens have found Panama an attractive place to retire with easy visas and relatively good health care. The influx of expats has altered the landscape of tourist areas like the mountain towns of Boquete and Volcan and the beach areas of Bocas del Toro and Coronado. | *Cont.* | ▼

Peace Corps Deputy Director Melissa Meno, shares WhatsApp campaign videos on HIV awareness, produced by the public affairs section in partnership with the local community.  
*Photo by Miguel Moreno*









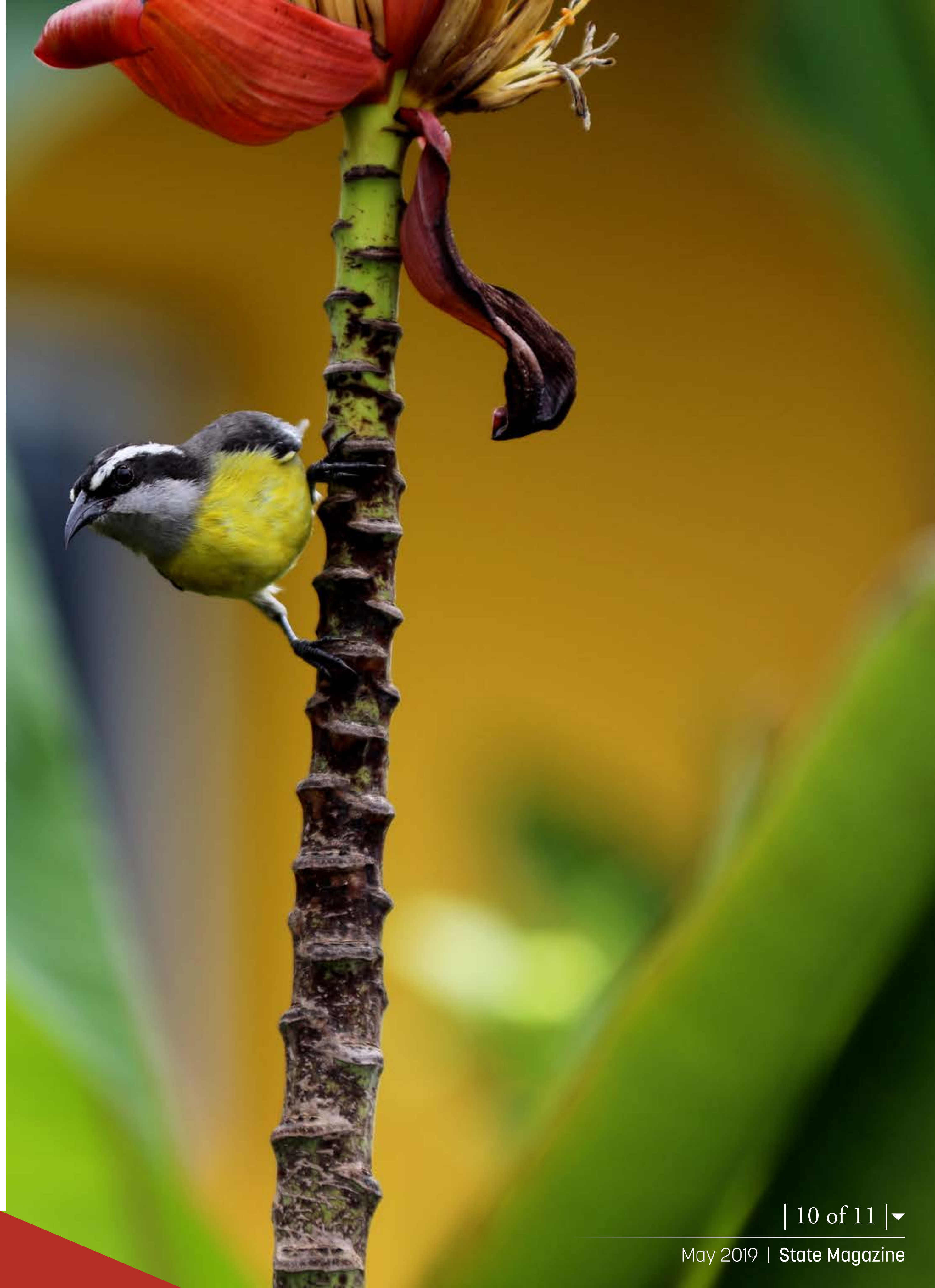
**Previous page:** Emberá indigenous boys in Bayano Lake, one hour from Panama City, anticipate a public affairs section soccer ball donation to their community.  
*Photo by Miguel Moreno*

This American community adds to a growing number of U.S. volunteers in Elks Lodges, Rotary clubs and veterans associations that help to preserve the shared U.S.-Panama history. The American Battle Monuments Commission cemetery in Corozal is home to more than 5,000 American veterans and recently created a memorial for Julius Kroehl, the inventor of the modern submarine and a Civil War veteran, who died in Panama in the 1800s. Kroehl's submarine still exists and is a quick boat ride away from Panama City in the Pearl Islands.

Given the small size of Panama and its historically friendly ties with the United States, embassy personnel have ample opportunities to work in close partnership with their Panamanian counterparts. The city offers many of the comforts of home as most consumer goods are easily available and there is a vibrant—albeit pricey—restaurant scene. Tropical beaches with clear water, white sand and palm-lined shores on both Pacific and Atlantic coasts are reachable in just a few hours, and opportunities to explore the nearby mountains and jungle are numerous. Panama is home to a diverse community of immigrants from around the world. The fascinating mix of global issues, a deep bilateral relationship and a relatively good quality of life make Panama a post to watch and helps explain why Vogue magazine and The New York Times have recently ranked Panama as one of the top five locations to visit in 2019.

▣ *Mark Hungerford is a consular officer at Embassy Panama.*

A tropical bird perched on a plant in the Las Lajas, Chiriqui Province of Panama.  
*Photo by Miguel Moreno*





At a Glance Panama



**Capital:**  
Panama City

**Government Type:**  
presidential republic

**Area:**  
75,420 sq km

**Population:**  
3,800,644 (July 2018 est.)

**Religions:**  
Roman Catholic 85%, Protestant 15%

**Ethnic groups:**  
mestizo (mixed Amerindian and white) 65%, Native American 12.3% (Ngabe 7.6%, Kuna 2.4%, Embera 0.9%, Bugle 0.8%, other 0.4%, unspecified 0.2%), black or African descent 9.2%, mixed ancestry (black and white) 6.8%, white 6.7% (2010 est.)

**Languages:**  
Spanish (official), indigenous languages (including Ngabere (or Guaymi), Buglere, Kuna, Embera, Wounaan, Naso (or Teribe), and Bri Bri), Panamanian English Creole (similar to Jamaican English Creole; a mixture of English and Spanish with elements of Ngabere; also known as Guari Guari and Colon Creole), English, Chinese (Yue and Hakka), Arabic, French Creole, other (Yiddish, Hebrew, Korean, Japanese)  
note: many Panamanians are bilingual



Map produced by the Office of the Geographer and Global Issues

**Exports (commodities):**  
fruit and nuts, fish, iron and steel  
waste, wood

**Export partners:**  
US 24.4%, China 9.8%,  
Mexico 4.9% (2017)

**Imports (commodities):**  
fuels, machinery, vehicles, iron and  
steel rods, pharmaceuticals

**Import partners:**  
China 18.3%, Germany 11.9%,  
US 6.6%, Saudi Arabia 4.7%,  
India 4.7% (2017)

**Currency:**  
Panamanian Balboas

**Internet country code:** .pa



# Opening Doors

Embassy Mogadishu team lays groundwork for diplomacy in Somalia

By Janet Deutsch



**R**arely do Foreign Service officers (FSOs) have the opportunity to experience the launching of a new diplomatic presence in a host nation. In November 2018, eight FSOs had that distinct privilege at the U.S. Mission to Somalia when they became the first Foreign Service officers assigned to Mogadishu and re-established a permanent facility after the embassy closed its doors in 1991. This success was built on the foundations created by U.S. Mission Somalia predecessors who served the Department of State from Nairobi, Kenya, with frequent travel to Mogadishu. It was through Mission Somalia predecessors' foresight and dedication, as well as that of the Bureau of African Affairs (AF), Embassy Nairobi, Diplomatic Security and the Under Secretary for Management's (M's) bureaus and offices, that the Department was able to announce the opening of the new facility. | *Cont.* | ▼

Boys practice their acrobatic skills on Lido beach, Mogadishu.

Photo by Tobin Jones



One of the Department's senior-most career diplomats, Ambassador Donald Y. Yamamoto, was selected to lead Mission Somalia, and his arrival at post coincided with the facility's opening. Since Yamamoto's arrival, the Department has announced its first USAID Mission Director for Somalia since the 1990s, a combined \$964 million in development and humanitarian support to Somalia and other successes for U.S. bilateral relations with Somalia.

While FSOs in Mogadishu have stated that the opening of a new facility was rewarding, it was also a great deal of work. Management Officer Marialice Burford de Castillo can attest to the incalculable hours spent ensuring that the chancery met Overseas Building Operations (OBO) fire code and other standards. At the same time, the few staff had to guarantee access to services such as potable water, meals, a relatively dust-free and air-conditioned facility, office furniture and an internet connection. The Mission Regional Security Office team of Joshua Bauer, Phil Davidson and Kurt Parker soared over security hurdles faced by other missions around the world but also overcame additional concerns of establishing new systems and assets in a conflict zone where indirect fire and terrorism are real, everyday threats to the Mission Somalia staff and facility. Shortly after the facility opened, al-Shabaab terrorists fired seven 81 mm mortar shells that landed 300 meters (330 yards) from the facility, hitting parts of a neighboring UN compound.

Understandably, every step toward opening the doors in Mogadishu faced intense scrutiny in Washington. Deputy Chief of Mission Marty Dale participated in semi-weekly calls with Acting Under Secretary for Management William Todd and led the team through visits by M, Assistant Secretary for Diplomatic Security Michael Evanoff, AF leadership, OBO, congressional delegations, staff delegations and other colleagues concerned with the safe, secure establishment of a facility in the dangerous Mogadishu environment.



Members of the 2018-2019 Mission Somalia team pose for a group photo.

*Photo courtesy of U.S. Mission Somalia*

Staff at Mission Somalia took a moment to celebrate the success of a historic opening day in late 2018. Like sister Priority Staffing Posts and many other high-threat missions, Mogadishu's team members worked six- or seven-day weeks to ensure that they leave behind some semblance of normalcy for the new team that will transfer to post in the summer of 2019. Staff members continue to try to fine-tune reporting schedules, a separate International Cooperative Administrative Support Services system, SharePoint systems, ClassNet and OpenNet as well as attempting to establish Foreign Service National positions, temporary duty procedures and everything else the facility needs, such as a steady supply of coffee and determining off-limits venues for staff.

While they are working hard at establishing this new facility, Mogadishu staff lives and works in one windowless concrete building surrounded by layers of security walls and access control points, as approved by Diplomatic Security and OBO. Each staff member has their own bedroom and bathroom, and the team has a shared open-air balcony and recreation area where they hold movie nights, holiday gatherings and yoga sessions. | *Cont.* | ▼



Mission staff participated in a half-marathon and fun-run organized to benefit a local volunteer ambulance service. *Photo by Samia Yusuf Omar Memorial Run organizers*







The Mogadishu WPS team keeps Mission Somalia safe. *Photo courtesy of Mission Somalia*



The ambassador, USAID mission director, OSC chief and PAO meet with Somali women journalists. *Photo by Mike Adorjan*

The U.S. Mission facility is mostly surrounded by containerized housing for Italian soldiers who are on the ground to provide training to Somali security forces as part of an EU training mission. It is likely because of the presence of the Italian soldiers that an espresso machine and baristas-in-training came to the dining facility that Mission staff shares with approximately 300 individuals representing militaries, policy advisors and security companies from around the world.

Mission staff is confined to Mogadishu International Airport, a roughly 6 square-mile compound, mostly accessed by armored vehicle with a security detail. They have incredible entree to most levels of the Somali government, with even highest-level contacts willing to engage with them on WhatsApp—an app that uses an internet connection to send messages and make calls—by phone and in-person at the airport. The team in Mogadishu does have some freedom of movement within the more secure area of the airport compound, which includes a stretch of beach along the beautiful, deep turquoise Indian Ocean. Looking past trash-strewn patches of snarly coral, they can enjoy one of the few mental getaways from the rigors of the Mogadishu assignment. Mission members have enjoyed running, walking, sea glass hunting, tidal pool exploration, yoga, bird watching and other escapes on this little piece of paradise in perdition.

As the first set officers assigned to Mogadishu now wind down their tours, they are cognizant of the work still to be done and the substantial amount of progress that still needs to be made to further normalize operations at the U.S. Mission to Somalia. The Mission's first Mogadishu-based team has put their hearts and souls into their work so that future staff members will have the best possible foundations for their assignments. Despite the obstacles they faced in relaunching an entire Mission in one of the world's most challenging environments, this initial team of FSOs has left behind an admirable legacy, paved a clear path for those who will follow in their footsteps and worked to enhance U.S.-Somalia relations for years to come.

■ *Janet Deutsch is a public affairs officer at the U.S. Mission in Somalia.*



# WORLDWIDE WELCOME

Award ceremony honors women for bravery and leadership

By Linsey Armstrong



In March, the Department of State celebrated Women's History Month through a host of inspiring activities and initiatives. This year, the Department kicked off the celebrations with the 13th Annual Secretary of State's International Women of Courage (IWOC) Award, which honors exceptional women from every region around the world. Secretary of State Michael Pompeo hosted the ceremony on March 7 in Washington, D.C. First lady of the United States Melania Trump joined the Secretary in presenting the awards to 10 women and she gave remarks to a full house in the Dean Acheson Auditorium. This event brought together members of the diplomatic community; White House, State Department and other government officials; civil society; nongovernmental and human rights organizations; academia; and members of Congress. Bureau of Educational and Cultural Affairs (ECA) Assistant Secretary Marie Royce made closing remarks. | *Cont.* | ▼



**Opening photo:** From left: Sister Orla Treacy of Ireland, Razia Sultana of Bangladesh, Naw K'nyaw Paw of Myanmar, Col. Khalida Khalaf Hanna al-Twal of Jordan, Olivera Lakić of Montenegro, Secretary Pompeo, first lady Melania Trump, Flor de María Vega Zapata of Peru, Magda "Mama Maggie" Gobran of Egypt, Moumina Houssein Darar of Djibouti, Marini de Livera of Sri Lanka, and Anna Henga of Tanzania. The 2019 International Women of Courage Award recipients with Secretary Pompeo and first lady Melania Trump stand on stage at the ceremony, March 7 in Washington, D.C.

*Photo by Ron Pryzsucha*



International Visitor Leadership Program awardees are shown with leadership and staff from the Secretary's Office for Global Women's Issues at an event, March 19, in Los Angeles.

*Photo by Melissa Kobe*

Established in 2007, the Secretary of State's IWOC Award honors women who have demonstrated extraordinary courage and leadership in advocating for social justice, human rights and the advancement of women and girls, often at great personal risk. To date, the United States has now honored more than 130 women from more than 70 countries in every region of the world.

Annually, the Secretary's Office for Global Women's Issues (S/GWI) invites, via cable, U.S. embassies and consulates overseas to nominate courageous women who are making a positive impact in their respective countries. Department of State colleagues at posts are vital to this recognition effort and have demonstrated their passion over the years by nominating women from all walks of life, from grassroots communities to government officials to women in the military. For the 2019 IWOC Award cycle, S/GWI received more than 50 exceptionally strong nominations.

Each year, throughout the awards cycle, S/GWI works to collect and review nominations, as well as coordinate the ceremony. After receiving approval from the Secretary, S/GWI cooperated with embassies and consulates to recognize the chosen award winners. The office also collaborated with colleagues in ECA and other bureaus and offices to prepare for the event, its corresponding reception and other aspects of the awardees' stay in the U.S. | *Cont.* | ▼





Anna Henga of Tanzania receives her award from Secretary of State Michael Pompeo and first lady Melania Trump at the International Women of Courage Award ceremony, March 7, in Washington, D.C. Photo by Ron Pryzsucha

This year, 10 remarkable women were honored. Their admirable work is diverse among awardees. Not only have these women dedicated their lives to pursuing justice, but they've often done so in the face of incredible adversity and risk, making them all the more deserving of the IWOC Award.

The 2019 IWOC Award recipients are: Razia Sultana of Bangladesh, a lawyer and educator specializing in trauma, mass rape and the trafficking of Rohingya women and girls; Naw K'nyaw Paw of Myanmar, a peace activist and general secretary of the

Karen Women's Organization, an ethnic women's organization supporting gender equality and indigenous people's rights in Myanmar; Moumina Houssein Darar of Djibouti, a member of the Djiboutian National Police Force leading high-profile anti-terrorism investigations; Magda "Mama Maggie" Gobran of Egypt, founder of Stephen's Children, a nongovernmental organization that serves the most impoverished urban slums and rural villages in Egypt regardless of their people's color, creed or faith; Col. Khalida Khalaf Hanna al-Twal of Jordan, chief of the Public Security Directorate's Women's Police Department; Olivera Lakić of Montenegro, an investigative reporter covering stories of crime and corruption in her country; Flor de María Vega Zapata of Peru, national coordinator for Environmental Prosecutors, leading a team to investigate and prosecute transnational criminal organizations engaged in illegal mining and logging; Marini de Livera of Sri Lanka, founder and chairperson of Sisters at Law, where she serves as a pro bono lawyer for women and child victims of crime; Anna Henga of Tanzania, a lawyer and human rights activist focusing on issues affecting women and children, such as female genital mutilation/cutting; and Sister Orla Treacy of Ireland (nominated by the U.S. Embassy to the Holy See), who started a girls-only boarding school in South Sudan.

In addition to the 10 awardees, Secretary Pompeo paid special tribute to the women of Iran and Kateryna Handzyuk of Ukraine. Over the past year, numerous courageous Iranian women have stood and protested the mandatory hijab law by peacefully removing their headscarves in public and demanding the freedom to choose what they wear. They have inspired men and women from within their communities and abroad to stand in solidarity with them. Seizing the world's attention, these women have risked harassment and attacks by Iran's morality police, as well as arrest and torture at the hands of Iran's security and intelligence forces. | *Cont.* | ▼



Kateryna Handziuk of Ukraine epitomized courage—dedicating her life to uncovering and calling out corruption wherever she saw it. Even immediately after a brutal acid attack against her—which ultimately claimed her life three painful months later—Kateryna refused to be silenced. From her hospital bed, she demanded justice, setting a powerful example for her fellow citizens and for all of us.

In his remarks at the March ceremony, Secretary Pompeo emphasized the importance of women’s empowerment to U.S. national security and foreign policy goals, highlighting the inspirational stories of the award recipients and honorees. First lady Melania Trump also discussed the importance of recognizing the work of women throughout time and celebrated recent milestones for women, including that more women are serving in Congress today than at any other time in history and that women’s unemployment is at a 65-year low. One 2019 Awardee, Naw K’nyaw Paw of Myanmar, also addressed the audience during the ceremony, discussing her work on achieving peace and promoting a united civilian government in Myanmar, while improving the lives of women and children in conflict-affected communities in Karen State.

The International Women of Courage Award continue to serve as an outstanding example of recognizing brave and courageous women around the world for their inspiring work. The Secretary’s Office for Global Women’s Issues takes pride in facilitating the nomination and award processes in conjunction with Department colleagues throughout Women’s History Month. It is more than an event, rather it serves as a call to action reflecting the United States’ ongoing commitment to promoting gender equality and advancing the status of women and girls as a key foreign policy priority. The Department will continue to work to advance the rights of women and girls, well aware that when we do, we all stand to gain.

For more information about the International Women of Courage Award and the Office of Global Women’s Issues, check out their [video](#) highlighting the award, visit their [website](#), and follow S/GWI on [Twitter](#) and [Facebook](#).



Through the Department’s IVLP, awardees create lasting bonds and expand their professional networks globally. Some of the 2019 award recipients, (from left) Marini de Livera, Moumina Houssein Dara, Col. Khalida Khalaf Hanna al-Twal and Anna Henga pose for a photo. *Photo by Brittany Lynk*



# THIRD OF A CENTURY

Purpose found and family formed in Foreign Service

By Paul Gilmer

The history of A-100 classes dates back to June 7, 1924, when President Coolidge issued Executive Order 4022 establishing a Foreign Service school for the purpose of training newly hired Foreign Service officers (FSOs). While A-100 has always been mandatory training for FSOs, many classmates often maintain contact throughout their careers, sharing their lives and serving in countries together. For four members of the 31st A-100 class—Paul Gilmer, Jim Steele, John Bradshaw and Stuart Symington—this May marks a third of a century since they took the Foreign Service officer's oath. Thirty-three years, countless countries and generations of family later, these four classmates credit their training and colleagues for helping them find purpose in the Foreign Service as their careers progressed throughout the years. | *Cont.* | ▼

The 31st A-100, the class of Paul Gilmer, Jim Steele, John Bradshaw and Stuart Symington, official class photo, Jan. 10, 1986.

*State Department photo*





Paul Gilmer, currently a senior inspector in the Office of the Inspector General, began his career in a challenging political climate. “The day I joined, President Reagan declared economic sanctions on Libya and the Iran-Contra affair was in full swing. Soon after, I headed to Nicaragua, where Daniel Ortega was president and the Sandinistas were in power,” said Gilmer. “My goal has always been to strengthen management platforms and support the staff and their families who did the work of American diplomacy.” Years later when Gilmer was posted to Nicaragua for a second time, he took two election monitoring trips to remote areas with A-100 classmate Francisco Gonzalez, who was also assigned to Embassy Managua at the time.

Gilmer’s career later took him to Kazakhstan, where he assisted in moving the U.S. embassy 800 miles from Almaty to Astana. He also served in Turkey, the Netherlands, South Korea, Hungary, Afghanistan and the United Arab Emirates. In Abu Dhabi, Gilmer’s last overseas post, he partnered with Native American companies to support hundreds of military and law enforcement personnel. However, it was during a domestic assignment, after the 1998 U.S. embassy bombings in East Africa, where Gilmer claims he took on his most challenging and rewarding role.

“I was able to help expand the Department’s Crisis Management training program from 14 to 100 overseas exercises a year to help all employees stationed abroad to navigate crisis situations and learn how to stay safe no matter where in the world they found themselves,” he said.

This worldwide program drastically expanded from Gilmer and one contractor, to two Foreign Service employees and eight contractors in just a few months, so the Foreign Service Institute (FSI) could increase crisis management exercises and provide training to embassies and consulates every two years. | *Cont.* | ▼



Paul Gilmer, center blue shirt, observes voter registration in remote Ayapal, Nicaragua, June 2, 1996.  
*Photo by Francisco Gonzalez*



**From left:** Paul Gilmer presents a certificate of completion of a crisis management exercise to Rich Greene, former consul general to Sydney, Australia, Oct. 18, 1999.  
*Photo by Michael Braxton*



Jim Steele, who currently works part time as a re-employed annuitant for the Bureau of East Asian and Pacific Affairs supporting U.S. participation in Asia-Pacific Economic Cooperation (APEC), says his career was especially exciting because of his work with multilateral organizations. Like most members of the class, Steele's first job after A-100 was in consular work.

"I was firmly entrenched in the bilateral world, at least until I went to Bangkok as trade officer in 1991," said Steele. "On arrival I discovered my portfolio included APEC, already on its way to becoming our premier forum for economic and development cooperation around the Pacific rim. Thailand hosted APEC's meetings in 1992 and U.S. participation was large and high level. I was hooked by the practical solutions to trade and investment issues around which members reached consensus," said Steele.



Jim Steele visits the Great Wall of China with a colleague Dr. Prasert Sinsukprasert from the Thai Energy Ministry, during an excursion from an Asia-Pacific Economic Cooperation Energy ministerial in Beijing, September 2014.

*Photo courtesy of Jim Steele*



**From Left:** Dr. Charles Morrison from the East West Center, Michelle Dastin and Jim Steele (representing the Department) attended the APEC 2011 USA Host Committee Launch Reception at the Willard Hotel in Washington, D.C. The event, held July 14, 2011, marked the beginning of private sector involvement in the United States' hosting of Asia-Pacific Economic Cooperation.

*Photo by Jeff Malet*

In addition to senior officials and ministerial meetings, leaders of APEC's 21 member economies now meet at the end of the year, a practice the United States initiated in 1993. APEC is important to the United States; its economies today account for 60 percent of global GDP and buy more than 60 percent of U.S. exports of goods. "I've contributed to our work in APEC several times and in several capacities over the years and witnessed significant advances in free and open trade and investment in the region and in building capacity for sustainable development among other members. This has truly made my work in supporting APEC among the most rewarding of my career," said Steele. Throughout his career, Steele also served in Kingston, Canada; Vientiane, Laos; Ottawa, Canada; and Paris, along with several domestic assignments. | *Cont.* | ▼



John Bradshaw, who currently serves as the executive director of the Diplomatic and Consular Officers, Retired (DACOR) Bacon House, spent 14 years as an FSO, serving overseas in Maracaibo, Venezuela; São Paulo, Brazil; and Rangoon, Burma. He left the Foreign Service in 2000 to work as a Senate staff member and spent a number of years running human rights and national security nongovernmental organizations. Bradshaw has now returned to the Foreign Service community as executive director of DACOR Bacon House.

“I had some fascinating and meaningful jobs after I left the Foreign Service, but I never encountered the same kind of rich camaraderie I experienced at foreign posts,” said Bradshaw. “DACOR comes close to replicating that and is one place where FSO war stories are not only accepted but encouraged.”

Bradshaw is now focused on growing DACOR’s current membership of 1,600 and helping to build the preservation fund for the beautiful and historic Bacon House. DACOR holds periodic receptions for new A-100 classes and Bradshaw is able to observe the passing on of wisdom from older generations of FSOs to the newly minted officers.

The 31st A-100 class forged more than just meaningful and strong careers, it also helped establish strong families. Classmate Stuart Symington, who currently serves as the U.S. Ambassador to Nigeria, reflected on how much the three generations of his family owe to the Foreign Service.

“On January 6, this year, almost 33 years to the day after we started our A-100 class, my grandson Liam was born to our daughter Janey and her husband Jessen,” he said. “The marriage was made in St. Louis, but was made possible a decade before, when my wife Susan and friend Linda Garvelink, whose husband Bill was then the ambassador to the Congo, sat together at a Rwandan lodge on Lake Kivu and decided to introduce Linda’s nephew, Jessen, to our daughter Janey. The rest is history.” | *Cont.* | ▼



John Bradshaw, fourth from left, attends his first board dinner reception as the executive director of the DACOR Bacon House, March 28, 2019. *Photo by Christine Skodon*



As the new executive director of the DACOR Bacon House, John Bradshaw is presented with the key to the house by former executive director Sherry Rock. *Photo by Christine Skodon*





While serving as U.S. ambassador to Djibouti, Stuart Symington and his wife, Susan, look on during a Combined Joint Task Force–Horn of Africa change of command ceremony at Camp Lemonnier in Djibouti, Feb. 8, 2008.

*Photo by U.S. Air Force Sgt. Jeremy Lock*



U.S. Ambassador to Djibouti Stuart Symington and Brig. Gen. Sanford Holman, Combined Joint Task Force–Horn of Africa deputy commander, shake hands with the students of Goubetto primary school in September 2007.

*Photo by Sgt. Brandon McCarty*

In 1986, before Symington’s family went to Honduras for their first tour, Symington’s wife Susan brought their son Stuart with her, in utero, to class events and later to Spanish language classes in a classroom at the former FSI building in Rosslyn, Va. Twenty-five years later, Stuart, now a fluent Spanish speaker, returned to that same building and space which has been converted into a start-up hub that works for a firm that translates Spanish online.

“Stuart and Janey joined us at every post, while Susan and I made our family home in 16 houses on four continents,” said Symington, who has served with his family at a total of nine foreign posts and four assignments in the U.S. “In Djibouti, Stuart raised money to dig wells and then launched a ‘Made in Djibouti’ website to market women’s crafts. Today, he connects colleagues to Foreign Service stories and those who can tell them. Also in Djibouti, Janey traveled with U.S. Navy medical teams, translating for them in French and Spanish. That service convinced her to become a doctor and to combine scientific research with a medical practice.”

For the four A-100 classmates, reflecting on the past 33 years they acknowledge it was crucial in forming both their professional and their personal lives.

“Like Stuart, my wife and I raised a daughter and a son around the world,” reflected Gilmer. “Recently, my husband and I returned from an overseas posting where he was my family member, something we couldn’t even contemplate when we met 10 years ago. Then again, sometimes history repeats itself in unexpected ways, as Daniel Ortega is once again president of Nicaragua.”

In 2006, 20 of the 50 classmates gathered for a reunion to celebrate 20 years of diplomacy. This May, the classmates plan to mark a third of a century and hope that current A-100 students will carve out their own place in history.

■ *Paul Gilmer is a senior inspector in the Office of Inspector General.*



# In Memoriam

## Byron Earl Byron



Byron Earl “Zip” Byron, 91, died Jan. 27, in Gainesville, Va. Byron served in the U.S. Army before graduating from the University of California, Berkeley in 1952. He joined the Foreign Service that same year and his overseas posts included the Belgian Congo, Lebanon, Cambodia, Congo (post-independence), Mozambique and Turkey. After retiring in 1980, Byron assisted his wife, Dori, in her real estate business. Byron is survived by his wife; three children, Samira, Carl and Leila; four stepchildren, Penny, Skip, Doug and Ted; 11 grandchildren; 17 great-grandchildren; and eight great-great-grandchildren.





# In Memoriam

## Ralph R. Crain



Ralph R. Crain, 93, died Jan. 23, in Silver Spring, Md. He served in the U.S. Navy from 1944–1946. Afterward, he went to work for the General Services Administration and the Department of State. He joined the Foreign Service in the early 1970s and his posts included Saigon, Vietnam, and Paris. Crain received the Department's Meritorious Honor Award and a medal for Civilian Service in Vietnam. He retired from the Foreign Service in 1984 and maintained an active life. Crain was predeceased by his wife of 63 years, Dolores. He is survived by three children, Terri, Betsy and Scott; seven grandchildren; and 10 great-grandchildren.





# In Memoriam

## Dale Warren Dover



Dale Warren Dover, 69, died Jan. 14, in Alexandria, Va. Dover attended Harvard University where he played basketball and led the team to a top 10 national ranking. This led him to be a player and coach for the Portuguese National basketball team, which ultimately brought him to the Foreign Service in 1974. Dover served as vice consul in Denmark, as well as consul in Tel Aviv, Israel. He frequently returned to Harvard, receiving his doctorate in jurisprudence and becoming a corporate lawyer in 1984. In 1990, Dover was elected the first African-American mayor of Falls Church, Va., and opened his own law practice, in Alexandria, advocating mainly for children. Dover is survived by two children, Lauren and Noah; four brothers; and five grandchildren.





# In Memoriam

## H. Roy Eidem



H. Roy Eidem, 96, died Jan. 2, in Naples, Fla. Eidem served in the U.S. military during WWII, Korea and three tours in Vietnam. He attended the University of Maryland and Catholic University of America, attaining multiple degrees including cultural anthropology. Eidem served in the Foreign Service in multiple posts including Milan; Rome; Monrovia, Liberia; and Japan. He retired in 1984. Eidem was a black belt in judo, a tai chi master and he became a Third Order Franciscan in 1961. Eidem is survived by his wife, Janet.





# In Memoriam

## Maurice Gralnek



Maurice "Maury" Gralnek, 82 died Feb. 24, in Scottsdale, Ariz. Gralnek graduated from the University of Michigan in 1958 and served in Korea with the U.S. Army. He joined the Foreign Service and served in Barbados; Buenos Aires, Argentina; Saigon, Vietnam; Vientiane, Laos; Honolulu, Singapore, Tokyo, Frankfurt, Germany; Cairo; and Jakarta, Indonesia, before retiring in 1997 after 35 years. Gralnek then followed his Foreign Service specialist wife to Tokyo, Paris and Kuala Lumpur, Malaysia. He received a cuisine diploma from the Cordon Bleu in Paris while indulging in his love for cooking. Gralnek later moved to Scottsdale and was active in the Phoenix Council of Foreign Relations and volunteered at the Phoenix Children's Hospital. Gralnek is survived by his wife of 47 years, Wendy; two children, Karin and Andrew; two grandchildren; and two brothers.





# In Memoriam

## Jeanne W. Kincaid



Jeanne W. Kincaid, 69, died Feb. 14, in Quinton, N.J. Kincaid received a master's of accounting from Gardner-Webb University. At the age of 56 she entered the Foreign Service, becoming an office management specialist and serving in Afghanistan, Tunisia, Serbia and Algeria. Kincaid retired in 2013 and traveled extensively throughout the U.S. and enjoyed gardening and reading. She also enjoyed time with her nieces and nephews and their children. Kincaid is survived by four sisters, Marcia, Chris, Laurie and Wendy; 12 nieces and nephews; and 19 great-nieces and great-nephews.





# In Memoriam

## Ernest William Norwood



Ernest William Norwood, 89, died March 17, in Rockville, Md. Norwood served in the U.S. Army during the Korean War from 1951–1953. He began as a civil servant at the Department of State in 1959. He worked for the U.S. Information Agency where he was an accountant and budget analyst for Voice of America. After more than 34 years of service, he retired in 1994 and became a substitute teacher. Norwood was also an avid tennis player from the age of 12. He is survived by his wife of 39 years, Hilda; one son, Donatien; one daughter-in-law, Debra; and four grandchildren.





## Secretary Pompeo unveils Ethos initiative



IN BRIEF VIDEO



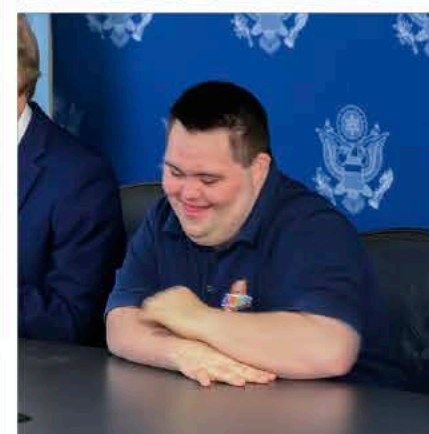
Click to watch video

At the One Team, One Mission: Introducing our Ethos announcement, April 26, in the C Street lobby of HST, Secretary of State Mike Pompeo unveiled an inspirational, aspirational and unifying statement that is made up of eight parts—championship, diplomacy, American people, oath to the Constitution, professionalism, integrity, responsibility and respect.

“We want to define the Ethos of people who have given their lives to serve in this incredibly important place. It’s an effort to make sure that—the effort—the work that we do has a really strong foundation, to make sure we’ve all got the same idea about the way we go about doing our jobs,” said Pompeo. DGHR Carol Perez also spoke at the event saying, “We are ‘One Team, One Mission,’ and Ethos is a way for us to recognize those members of our team that are supporting this one mission.” ■ *Video by State Magazine*



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**Ethics Answers**



**Retirements**



## Empowering health care providers in Namibia

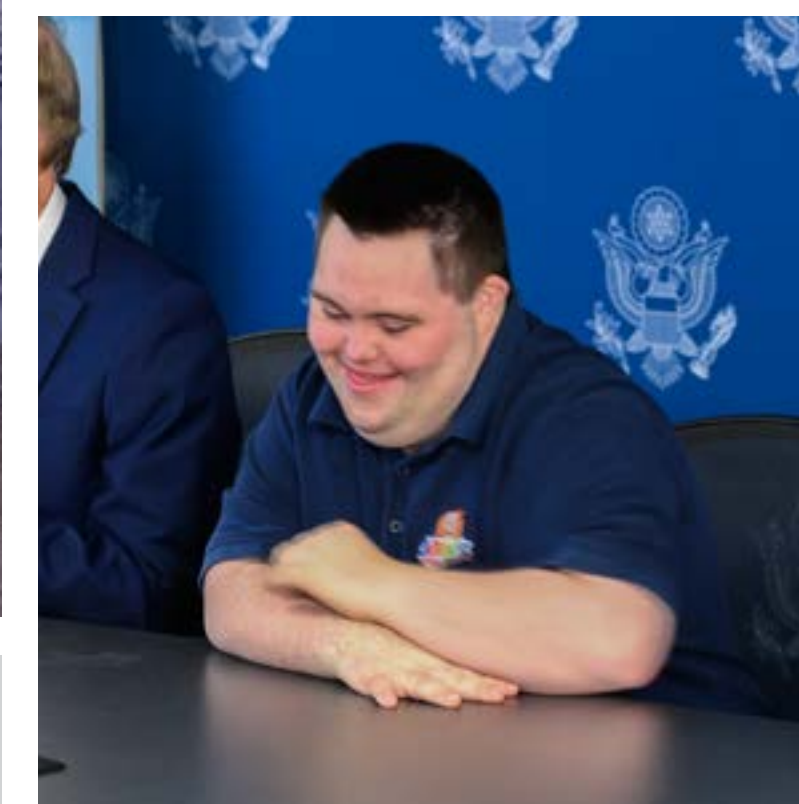


U.S. Ambassador to Namibia Lisa Johnson presents certificates, in Windhoek, Namibia, March 29, to health care providers who completed a cervical cancer screening training program led by the U.S. Centers for Disease Control and Prevention with support from the President's Emergency Plan for AIDS Relief. HIV-positive women are five times more likely to develop and die of cervical cancer than HIV-negative women. However, cervical cancer is detectable, preventable and treatable. This approach—which utilizes something as simple and accessible as table vinegar—will offer Namibian women across the country a cost effective, timely and nurse-empowered option to screen women and immediately treat them for cervical cancer in the same clinical visit. ■

*Photo courtesy of Embassy Namibia*



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## Kerala art exhibition depicts resilience



In March, U.S. Ambassador to India Kenneth I. Juster visited Kerala, a state on the southwestern Malabar Coast of India where severe flooding claimed 483 lives last August. Juster toured the impressive Kochi-Muziris Biennale, India's largest contemporary art exhibition, and interacted with artists and volunteers. The ambassador reflected on the themes of recovery and resilience expressed through the artwork and encouraged continued U.S.-India collaboration in the arts and education.

"I was impressed to see how resilient the people of Kerala are in recovering from last year's floods," said Juster. "I thoroughly enjoyed experiencing Kerala's rich history, diverse culture and natural beauty." ■

*Photo by Aeby Joseph*



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## DGHR helps seal history

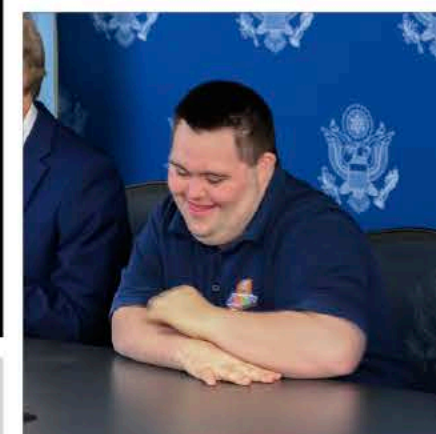


Director General of the Foreign Service and Human Resources Carol Perez helps authenticate her official commission from the president with Program Specialist Jessica Newcomb from the Presidential Appointments Office, March 20, in the exhibit hall where the Great Seal is located. The Department of State Presidential Appointments Office imprints more than 1,000 seals a year. Since 1903, the Great Seal has been validating, protecting and authenticating official documents. Only one Great Seal functions at any time in our country and the Department is bestowed this distinct honor. ■

*Video by Isaac D. Pacheco*



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**Ethics Answers**



**Retirements**



## Diversity team shares entrepreneurial success

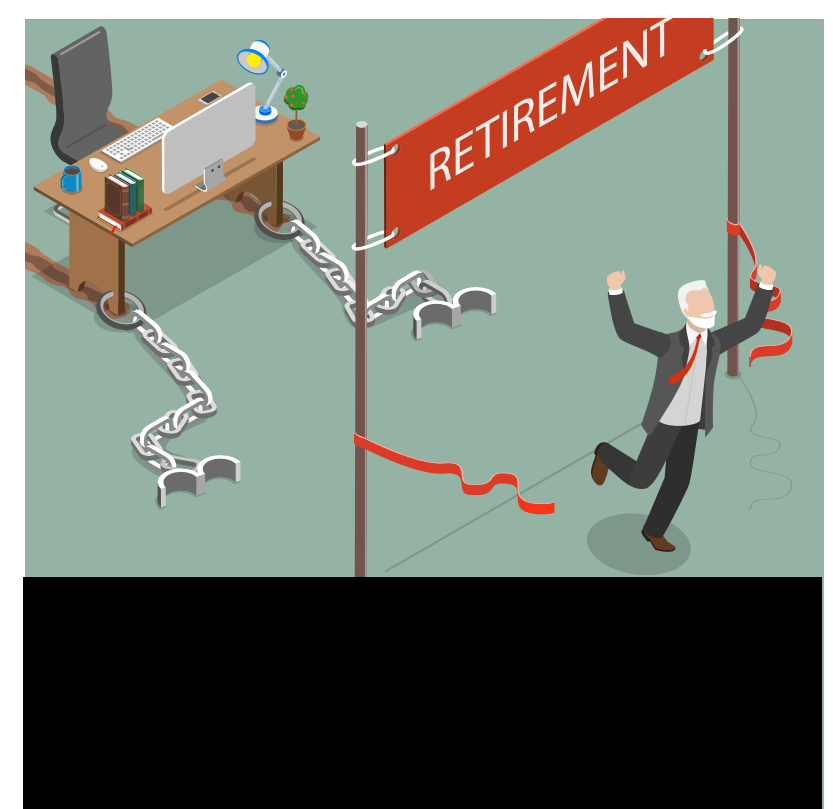


The Bureau of International Information Programs Diversity Working Group—partnering with the Bureau of Democracy, Human Rights and Labor, the Bureau of Economic and Business Affairs and the Department of State’s Disability Action Group—hosted the co-founders of John’s Crazy Socks, John and Mark Cronin, March 5. The father-and-son entrepreneur team shared how they took John’s vision to market and now run a company with global recognition. Their company includes 39 employees, 23 of whom have disabilities.

“A unified workforce benefits everyone,” exclaimed Mark Cronin. “We have a big economic advantage over others—for example, inclusive teams performed better than their peer groups by 80 percent according to Deloitte. Why isn’t every company doing this?” ■ *Photo by Luis A. Jimenez Jr.*



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## Olympian Alex Morgan participates in ECA social media event

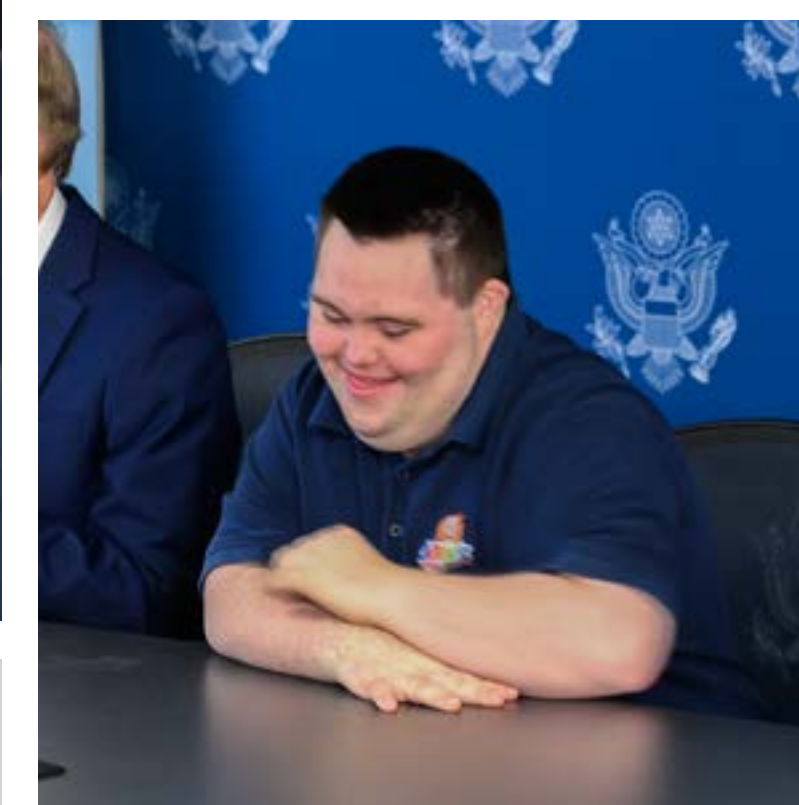


World Cup champion and Olympic gold medalist Alex Morgan joined the Bureau of Educational and Cultural Affairs (ECA), the Bureau of International Information Programs and Mission Tanzania for a Facebook Live event, March 21, to celebrate Women's History Month. The event kicked off ECA's "Step In, Dream Big" initiative ahead of the 2019 Women's World Cup to tap into the power of role models, encouraging girls to step into their potential and realize their dreams. Youth athletes, coaches and advocates from Tanzania (where Morgan served as a Department of State sports envoy in 2017) and 20 U.S. embassies, consulates and American centers in Africa, Europe, the Middle East and North Africa, and South and Central Asia interacted live with Morgan for a 45-minute question and answer session. ■

*Photo courtesy of Consulate General Karachi*



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## Ethics Answers

### Question:

I'm an FS-03 stationed abroad and my alma mater has invited me to campus to speak at a career day about how I transitioned from the private sector to government service. They offered to pay for my flight, hotels and meals. Can I go to event and accept these reimbursements?

### Answer:

If you attend this event in your personal capacity and take annual leave, you can accept reimbursement for travel expenses. You cannot accept an honorarium. It must be clear that you are speaking in your personal capacity and any mention of your title or position should only be as part of longer biographical sketch about your background. It is best practice to review how your title and position will be used in any promotional materials. Even though you are speaking in your personal capacity, you will need to run your remarks by Public Affairs if they touch on matters that concern the Department of State. Please note that presidentially appointed, Senate confirmed employees (like ambassadors) and certain non-career personnel are subject to different rules. These types of events are sometimes tricky, and we recommend reaching out to the ethics attorneys for advice.

*Ethics Answers presents hypothetical ethical scenarios Department employees might face. For help with real ethics questions, email [ethicsattorneymailbox@state.gov](mailto:ethicsattorneymailbox@state.gov).*



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## Retirements

### Civil Service

Bohanon, Donna M.  
 Brancato, Gilda  
 Brown, Carolyn L.  
 Carter, Carol A.  
 Clark, Pamela D.  
 Cleveland, Wayne E.  
 Cook, Oiltip  
 Cooper, Angela W.  
 Crue, Karen E.  
 Davis-Dudley, Bonita A.  
 Decker, Christina R.  
 Decker, Tony L.  
 Dennis, Bernard G.  
 Doery, Richard

Donley, Christine B.  
 Dunbar, Leon L.  
 Foster, Kathleen V.  
 Frost, Susan H.  
 Hagen, Cecilia G.  
 Higgins, Stephanie O.  
 Hochuli, Jurg E.  
 Hurley III, John A.  
 McGee, Gregory L.  
 Mekonnen, Wolansa  
 Miscione, Nicholas M.  
 Mora, Dorothy  
 Morris, Irene M.  
 Quarles, Sheila A.

Raines, Cathy D.  
 Saboe, Cynthia M.  
 Saboe, Steven A.  
 Saha, Rama  
 Sanders, Robert H.  
 Schuler II, James L.  
 Thompson, Wanda V.  
 Wenzel, James L.  
 Westall, Brad A.  
 Williams, Fatima M.  
 Young, Angelena V.

### Foreign Service

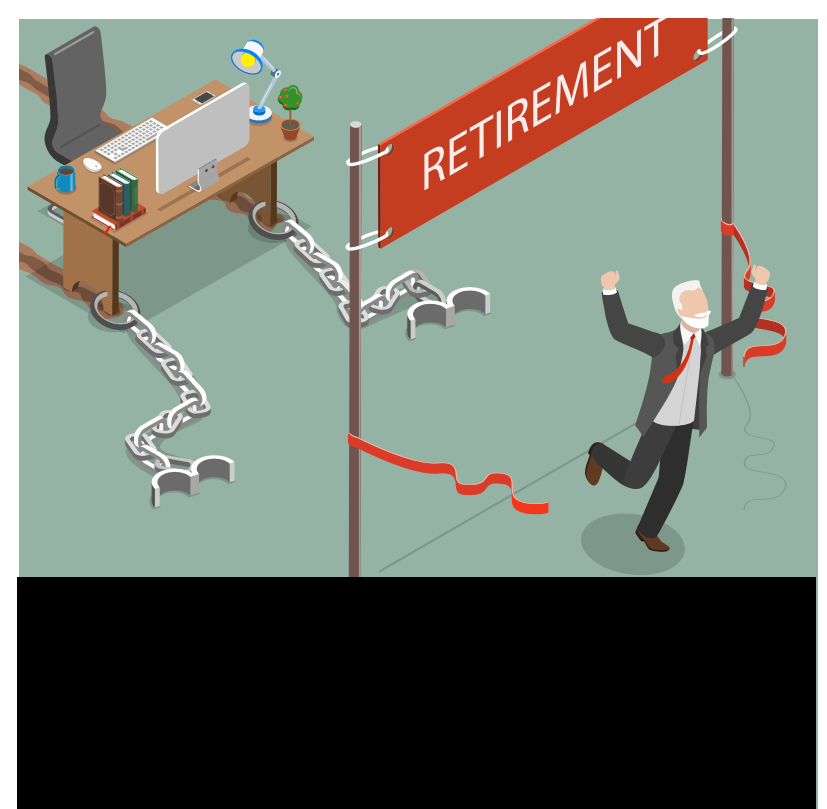
Adams, Michael W.  
 Brennan, Robert J.  
 Cammel, Susana A.  
 Coster, Kathryn M.  
 Farnitano, Doreen C.  
 Gallagher, Edward A.  
 Helmle, Judith G.  
 Hennessy, Patricia L.  
 Hoffman, Kathryn  
 Hubbard, Larry O.

Jones Jr., Frank R.  
 Jones, Lolita C.  
 Keniston, Maura M.  
 Macmanus, Joseph E.  
 Mak, Caleb K.  
 McMartin, Paul A.  
 Meira, Hugolino L.  
 Merideth, Randall T.  
 Millard, Elisabeth I.  
 Philipak-Chambers, Marsha K.

Scheppman, Raschelle A.  
 Sorensen, Eric P.  
 Thacker, Beverly A.  
 Thompson, Tedde H.

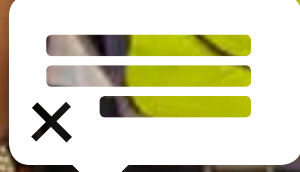


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# End State



Visitors and locals walk through the Thamel district, one of the most popular thoroughfares in Kathmandu, Nepal. *Photo By Constantin Stanciu*